

COMMONWEALTH BUREAU OF CENSUS AND STATISTICS

LABOUR TURNOVER, MARCH, 1961

1. This report contains the results of a survey of labour turnover in Australian industry in the month of March, 1961, and shows these results together with those obtained in similar surveys relating to the month of March in previous years. Because of the effect of seasonal fluctuations, the trends in labour turnover are most clearly shown by comparing successive turnover rates for the same month of each year. Labour turnover rates are influenced by the seasonal nature of employment, particularly in the food, drink and tobacco industry and, to a lesser degree, in other industries. Turnover rates for the month of September in each of the years 1954 to 1960 were published on 19th January, 1961, in a statement entitled "Labour Turnover, September, 1960".

2. Labour turnover is generally measured by the number of engagements or separations expressed as percentages of average employment during the period under review. Engagements and separations refer to the turnover of individual businesses, including the movement from one business to another within the same industry group.

3. Table 1 shows figures of both engagements and separations expressed in this way for manufacturing and non-manufacturing industries. Table 2 shows the separation rates for manual workers by industry group, and Table 3 shows the analysis of these separation rates according to dismissals, retrenchments, persons leaving employment on their own initiative, and other causes.

4. The period covered in individual returns varies since it depends on the dates on which pay-roll tax returns of individual businesses are made up for February and March in each year. The average period is about four and a half weeks.

Industrial Coverage

5. The surveys are based on a sample within certain industries of businesses subject to pay-roll tax. They exclude businesses whose pay-roll is below the taxable limit, as well as religious, benevolent and other similar organizations, which are exempt from pay-roll tax. In addition, the surveys exclude: rural industry; private domestic service; certain businesses such as accountants, trade associations, consultant engineers, etc., the shipping and stevedoring industry, the motion picture industry; government employment; semi-government undertakings other than banks and airlines.

6. Businesses in the construction industry were represented in the sample for the first time in the September, 1956 Survey, and since then figures for this industry have been combined with those for the building industry. The rates for these two industries have been similar.

Engagements and Separations

7. Table 1 summarises the engagement and separation rates of the manufacturing and non-manufacturing sectors of industry. In one category, female non-manual workers in manufacturing industry, the number of employees is relatively small. Less significance should be attached to changes in labour turnover rates in this category than to similar changes in the larger employment categories.

8. Broadly, turnover rates for the month of March were relatively high in 1949, 1950, 1955 and 1956, and were lower during the three years 1957 to 1959 inclusive. In 1960 and 1961 rates for March generally were higher than those prevailing in the preceding three years, but were not as high as the 1956 levels. The latest bulletin in the September series shows that the turnover rates for September, 1960 were higher than those for September, 1959, but still below the rates for September, 1954 and 1955.

9. All engagement rates were lower in March, 1961, than in March, 1960. Most separation rates for females were higher in March, 1961; separation rates for males did not show much variation. There were, however, considerable differences in the type of separations. Retrenchment rates were much higher in 1961, and rates for employees leaving on their own initiative were much lower (see Table 3).

Separation Rates of Manual Workers by Industry Group

10. Table 2 shows a dissection by industry group of the separation rates of manual workers which were shown in Table 1. There was a marked rise in the 1961 separation rate for males in the "furniture, sawmilling and woodworking" industry group, but rates for males in other industry groups did not vary a great deal from those in 1960. Separation rates for females in March, 1961, were higher than in March, 1960, for all industry groups except "chemicals and oil refining" and "food, drink and tobacco". Since the "food, drink and tobacco" industry group contains certain seasonal industries (e.g. fruit canning) which engage and retrench a large number of workers each season, considerable fluctuation may occur in the turnover rates because of the earliness or lateness of the season.

TABLE 1. - ENGAGEMENTS AND SEPARATIONS, MARCH, 1949 TO 1961
PERCENTAGE OF AVERAGE EMPLOYMENT IN EACH GROUP

Month of March in Year	Manufacturing		Non-manufacturing		All Industries (a)		Manufacturing		Non-manu- facturing		All Industries (a)	
	Manual Workers	Non-manual Workers	Manual Workers	Non-manual Workers	Manual Workers	Non-manual Workers	Manual Workers	Non-manual Workers	Non-manual Workers	Manual Workers(b)	Non-manual Workers	
MALES												
<u>Engagements</u>	%	%	%	%	%	%	%	%	%	%	%	%
1949	9.3	1.8	8.1	3.5	8.9	3.0	11.0	3.9	9.9	10.7	8.5	
1950	8.4	2.2	7.3	2.8	8.0	2.6	10.5	4.8	5.8	11.0	5.6	
1952	6.0	1.9	6.5	2.6	6.2	2.4	6.4	4.0	5.5	6.8	5.1	
1953	4.7	1.6	4.8	2.1	4.8	1.9	9.0	4.0	5.8	8.5	5.4	
1955	8.0	2.4	9.2	2.8	8.4	2.7	8.9	5.4	6.5	8.7	6.2	
1956	7.1	2.3	7.0	3.0	7.0	2.7	7.9	5.0	5.8	8.1	5.6	
1957	5.1	2.0	6.1	2.1	5.5	2.1	7.7	4.2	4.4	7.6	4.4	
1958	4.5	1.9	5.3	2.3	4.8	2.1	7.0	4.2	4.4	6.7	4.4	
1959	5.0	1.8	5.4	2.6	5.1	2.3	7.1	3.6	4.2	6.8	4.0	
1960	6.8	2.1	6.8	3.2	6.8	2.8	8.3	4.7	4.9	8.2	4.9	
1961	4.7	1.7	5.7	2.3	5.0	2.1	6.9	3.6	4.4	6.9	4.2	
<u>Separations</u>												
1949	8.5	1.4	7.1	2.8	8.0	2.3	8.9	3.4	8.2	9.0	7.1	
1950	8.7	1.6	7.5	2.4	8.3	2.1	8.6	4.4	5.7	9.3	5.3	
1952	7.0	1.9	6.9	2.6	7.0	2.4	9.7	4.2	5.8	9.7	5.4	
1953	4.2	1.6	4.2	2.7	4.2	2.3	6.1	3.2	4.6	5.9	4.3	
1955	7.5	2.0	8.4	2.9	7.8	2.6	8.9	5.0	5.6	8.5	5.5	
1956	6.8	2.2	7.5	3.0	7.1	2.7	9.1	3.9	5.4	8.7	5.0	
1957	4.8	1.8	6.4	2.3	5.4	2.1	6.1	4.2	4.6	6.1	4.5	
1958	4.5	1.5	5.5	2.3	4.9	2.0	6.1	3.4	4.6	6.0	4.3	
1959	4.8	1.7	6.2	2.5	5.3	2.2	5.5	3.4	4.2	5.6	4.0	
1960	6.1	1.9	6.4	2.7	6.2	2.4	7.2	3.8	5.0	7.2	4.7	
1961	6.3	2.1	6.3	2.9	6.3	2.6	9.3	4.4	5.7	8.8	5.2	

(a) See introductory text for note on industrial coverage.

(b) Includes "non-manufacturing" for which separate estimates are not available.

TABLE 2 - SEPARATION RATES FOR MANUAL WORKERS, BY INDUSTRY,MARCH, 1956 TO 1961PERCENTAGE OF AVERAGE EMPLOYMENT IN EACH GROUP

Industry Group	MARCH					
	1956	1957	1958	1959	1960	1961
MALES						
<u>Manufacturing -</u>						
Engineering and vehicles	6.5	4.8	4.4	4.8	6.1	6.2
(i) Engineering (a)	n.a.	n.a.	n.a.	n.a.	6.2	6.1
(ii) Vehicles (b)	n.a.	n.a.	n.a.	n.a.	6.1	6.4
Textiles and clothing	5.3	3.4	3.1	4.0	5.2	5.7
Food, drink and tobacco	9.7	8.0	7.0	7.6	8.4	8.7
Furniture, sawmilling and woodworking	6.2	3.9	4.0	4.2	5.2	7.8
Paper and printing	3.9	2.6	1.8	2.5	3.2	3.6
Other manufacturing	7.2	4.4	4.6	4.2	5.9	5.4
(i) Chemicals and oil refining	n.a.	n.a.	n.a.	n.a.	5.3	4.9
(ii) Other	n.a.	n.a.	n.a.	n.a.	6.1	5.6
All Manufacturing	6.8	4.8	4.5	4.8	6.1	6.3
<u>Non-manufacturing -</u>						
Mining	3.7	4.0	2.4	4.0	3.5	3.2
Building and construction	(c) 12.7	11.2	10.5	11.1	10.5	10.4
Road transport	6.2	5.3	4.1	4.5	5.4	5.5
Wholesale and retail trade	6.2	4.8	4.2	5.0	5.3	5.0
Other non-manufacturing	9.3	5.1	4.9	4.1	5.6	5.4
All Non-manufacturing	7.5	6.4	5.5	6.2	6.4	6.3
All Industries (d)	7.1	5.4	4.9	5.3	6.2	6.3
FEMALES						
<u>Manufacturing -</u>						
Engineering and vehicles	8.2	7.7	5.2	5.3	6.8	12.1
Textiles	5.9	4.6	4.7	4.3	5.0	9.2
Clothing	5.8	4.4	4.1	4.3	4.9	6.7
Food, drink and tobacco	23.4	10.7	14.0	10.3	17.4	12.0
Paper and printing	6.0	4.5	4.0	4.0	5.0	6.4
Chemicals and oil refining	n.a.	n.a.	n.a.	n.a.	6.6	5.8
All Manufacturing (e)	9.1	6.1	6.1	5.5	7.2	9.3
All Industries (f)	8.7	6.1	6.0	5.6	7.2	8.8

(a) Extracting, refining, founding, engineering, metalworking, electrical equipment.
 (b) Vehicles, aircraft and ships. Includes assembly and repairs.
 (c) Construction other than building not included.
 (d) See introductory text for note on industrial coverage.
 (e) Includes certain industry groups not specified above for which separate estimates are not available.
 (f) Includes "Non-manufacturing" for which separate estimates are not available.

Analysis of Separations for Manual Workers

11. Table 3 gives a classification by type of separation (see note to Table 3) for male and female workers during March, 1960 and March, 1961. Previous issues in the series have contained corresponding information for earlier years.

12. Whereas in most previous periods surveyed the majority of separations among manual workers were due to persons leaving on their own initiative, in March, 1961 the proportion of "retrenched" was equal to "left" for male and female manual workers in manufacturing industry and slightly lower for males in non-manufacturing industry.

13. Retrenchment rates were higher in most industry groups, particularly for males in the "furniture, sawmilling and woodworking" industry group, and for females in the "engineering and vehicles" and "textiles" industry groups.

14. In most industry groups workers leaving on their own initiative formed a considerably smaller proportion of total separations in March, 1961 than in most previous periods surveyed. This was particularly noticeable in the "engineering", "vehicles", "textiles and clothing", "furniture, sawmilling and woodworking" and "other" industry groups for males and in the "engineering and vehicles", "textiles" and "chemicals and oil refining" industry groups for females.

TABLE 3. - ANALYSIS OF SEPARATIONS OF MANUAL WORKERS, MARCH, 1960 AND MARCH, 1961
PERCENTAGE OF AVERAGE EMPLOYMENT IN EACH GROUP

NOTE: - D - Dismissed : Employment terminated on the employer's initiative for disciplinary or similar reasons.

R - Retrenched : Employment terminated, permanently or otherwise, on the employer's initiative for reasons such as a reduction in the scale of operations, breakdown in machinery, shortage of materials, completion of the job.

L - Left : Employment terminated on the employee's initiative. Excludes employees on strike.

O - Other : Includes separations due to death, injury, permanent retirement (including women leaving to be married), enlistment in the forces, and similar reasons.

Industry Group	March 1960					March 1961				
	D	R	L	O	Total	D	R	L	O	Total
MALES										
<u>Manufacturing -</u>	%	%	%	%	%	%	%	%	%	%
Engineering and vehicles	0.9	0.7	4.4	0.1	6.1	0.6	2.7	2.7	0.2	6.2
(i) Engineering (a)	1.0	0.5	4.6	0.1	6.2	0.7	2.5	2.7	0.2	6.1
(ii) Vehicles (b)	0.9	1.2	3.7	0.3	6.1	0.5	3.5	2.3	0.1	6.4
Textiles and clothing	0.9	0.5	3.7	0.1	5.2	0.8	2.4	2.3	0.2	5.7
Food, drink and tobacco	0.7	4.2	3.4	0.1	8.4	0.9	4.3	3.3	0.2	8.7
Furniture, sawmilling, etc.	0.6	0.6	3.9	0.1	5.2	0.7	4.7	2.0	0.4	7.8
Paper and printing	0.4	0.1	2.6	0.1	3.2	0.5	1.1	1.9	0.1	3.6
Other manufacturing	0.9	0.3	4.6	0.1	5.9	1.0	1.3	3.0	0.1	5.4
(i) Chemicals and oil refining	0.7	0.3	4.2	0.1	5.3	0.6	1.1	3.0	0.2	4.9
(ii) Other	0.9	0.2	4.9	0.1	6.1	1.1	1.4	3.0	0.1	5.6
All Manufacturing	0.8	1.1	4.1	0.1	6.1	0.7	2.7	2.7	0.2	6.3
<u>Non-manufacturing -</u>										
Mining	0.3	0.2	2.9	0.1	3.5	0.3	0.2	2.6	0.1	3.2
Building and construction	2.1	2.6	5.8	0.0	10.5	1.7	4.3	4.4	0.0	10.4
Road transport	0.7	0.7	4.0	0.0	5.4	1.3	1.2	2.8	0.2	5.5
Wholesale and retail trade	0.6	1.1	3.5	0.1	5.3	0.6	1.9	2.4	0.1	5.0
Other non-manufacturing	1.2	1.1	3.2	0.1	5.6	1.0	0.8	3.4	0.2	5.4
All Non-manufacturing	1.0	1.3	4.0	0.1	6.4	1.0	2.1	3.1	0.1	6.3
All Industries (c)	0.9	1.1	4.1	0.1	6.2	0.8	2.5	2.8	0.2	6.3
FEMALES										
<u>Manufacturing -</u>	%	%	%	%	%	%	%	%	%	%
Engineering and vehicles	0.9	0.7	5.0	0.2	6.8	0.4	8.5	3.0	0.2	12.1
Textiles	0.4	0.4	4.1	0.1	5.0	0.6	5.2	3.3	0.1	9.2
Clothing	1.0	0.5	3.2	0.2	4.9	1.2	2.3	3.0	0.2	6.7
Food, drink and tobacco	1.2	10.0	6.1	0.1	17.4	1.3	4.1	6.5	0.1	12.0
Paper and printing	0.5	0.3	4.0	0.2	5.0	0.8	1.0	4.5	0.1	6.4
Chemicals and oil refining	0.4	1.5	4.6	0.1	6.6	0.4	2.4	2.8	0.2	5.8
All Manufacturing(d)	0.8	1.9	4.3	0.2	7.2	0.9	4.1	4.1	0.2	9.3
All Industries (e)	0.9	1.7	4.5	0.1	7.2	1.0	3.5	4.1	0.2	8.8

(a) Extracting, refining, founding, engineering, metalworking, electrical equipment

(b) Vehicles, aircraft and ships. Includes assembly and repairs.

(c) See introductory text for note on industrial coverage.

(d) Includes certain industry groups not specified above for which separate estimates are not available.

(e) Includes "Non-manufacturing" for which separate estimates are not available.



TABLE 3. - ANALYSIS OF SEPARATION OF MARRIED WORKERS, 1960

PERCENTAGE OF AVERAGE EMPLOYMENT IN EACH GROUP

Employer no dependent employee : less than 1000 - D - 1
Employer less than 1000 : more than 1000 - E - 2

Employer less than 1000 : less than 1000 - H - 3
Employer less than 1000 : more than 1000 - I - 4

Employer less than 1000 : less than 1000 - J - 5
Employer less than 1000 : more than 1000 - K - 6

Employer less than 1000 : less than 1000 - L - 7
Employer less than 1000 : more than 1000 - M - 8

1960 female					1960 male					Industry group
1960	O	I	H	J	1960	O	I	H	J	

MALIBU

S.O	S.O	T.S	T.S	0.0	T.O	T.O	0.4	T.O	0.0	(a) Manufacturing
T.O	S.O	T.S	E.S	T.O	S.O	T.O	0.4	E.O	0.1	(b) Manufacturing (i)
A.O	T.O	E.S	E.S	E.O	T.O	E.O	T.O	S.T	0.0	(b) Manufacturing (ii)
T.C	S.O	E.S	A.S	E.O	S.C	T.O	T.O	C.O	0.0	Trade, hotel and restaurants
T.B	S.O	E.S	E.A	E.O	A.O	T.O	A.E	S.A	T.O	Trade, hotel and restaurants
B.T	A.O	O.S	T.P	T.O	S.C	T.O	E.E	E.O	0.0	Trade, hotel and restaurants
D.E	T.O	E.T	T.T	E.O	S.E	T.O	0.5	T.O	A.O	Trade, hotel and restaurants
A.C	T.O	O.E	E.T	O.T	E.C	T.O	0.4	E.O	Q.O	Trade, hotel and restaurants
R.A	S.O	O.E	T.T	0.0	E.C	T.O	S.A	E.O	T.O	(i) Construction
D.C	T.O	O.E	E.P	T.T	T.O	E.O	E.O	S.O	Q.O	(ii) Construction
E.O	S.O	T.S	T.O	T.O	T.O	T.O	T.O	T.O	III Manufacturing	

SEAMAN

S.E	T.O	E.S	S.O	E.O	E.S	T.O	E.S	S.O	E.O	Non-manufacturing
A.O	O.O	A.P	E.P	T.T	E.O	O.O	E.S	E.S	T.S	Trade
C.C	S.O	E.S	S.T	E.I	A.C	O.O	O.A	T.O	T.O	Trade, hotel and restaurants
O.C	T.O	A.S	E.T	E.O	E.C	T.O	E.E	T.I	0.0	Trade, hotel and restaurants
A.C	S.O	A.E	E.O	O.T	E.C	T.O	S.E	T.T	S.T	Trade, hotel and restaurants
E.O	T.O	T.E	T.S	O.T	A.O	T.O	O.A	E.T	O.T	Trade, hotel and restaurants
E.O	S.O	B.S	E.S	E.O	S.O	T.O	T.A	T.T	Q.O	(i) Agriculture

SEAMAN

A.S	T.S	S.O	E.S	E.O	E.S	S.O	O.C	T.O	Q.O	Non-manufacturing
S.O	T.O	E.E	S.C	0.0	O.C	T.O	T.A	A.O	A.O	Trade
T.O	S.O	O.S	E.S	S.T	E.A	S.O	S.E	C.O	0.1	Trade
O.S	T.O	E.S	T.P	E.T	A.T	T.O	T.D	O.O	S.T	Trade
A.O	T.O	E.S	O.T	E.O	O.C	S.O	O.A	E.O	E.O	Trade
S.C	S.O	E.S	A.S	A.O	E.O	T.O	O.A	C.T	A.O	Trade
E.Q	S.O	T.P	T.P	E.O	S.T	S.O	E.A	E.T	8.0	(b) Manufacturing III
E.Q	S.O	T.P	E.S	O.T	S.T	T.O	E.A	T.T	Q.O	(e) Agriculture III

Employer less than 1000 : less than 1000 - (a)
Employer less than 1000 : more than 1000 - (d)
Employer less than 1000 : less than 1000 - (e)
Employer less than 1000 : more than 1000 - (b)
Employer less than 1000 : less than 1000 - (e)
Employer less than 1000 : more than 1000 - (e)